COMPANY PROFILE

Empowering People and Organizations through Strategy, Training and Consulting

10	21	40+	8
YEARS IN BUSINESS	FOUNDER'S EXPERIENCE (YEARS)	ORGANIZATIONS SERVED	SECTORS

Rock Solid Business Solution Pvt. Ltd.
Budhanilkantha, Kathmandu, Nepal
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Registration No. 150595/72/073

Last updated: November 2026

1. Company Overview

Rock Solid Business Solution Pvt. Ltd. is a Nepal-based consulting and training company that helps organizations build stronger teams, clearer strategies and healthier cultures. Founded and led by Mr. Dipankar Sherpa, a seasoned empowerment specialist and strategy consultant with 21 years of experience, the company serves Nepali and international institutions across the public, private, development and education sectors.

Company name	Rock Solid Business Solution Pvt. Ltd.
Registration number	150595/72/073
VAT number	604272492
Date of incorporation	June 8, 2016
Legal status	Private Limited Company
Location	Budhanilkantha, Kathmandu, Nepal

2. Vision and Mission

OUR VISION

To be the most trusted partner in Nepal for building strong, capable and enduring organizations.

OUR MISSION

To empower people and organizations through practical strategy, training and consulting that create lasting change.

3. Our Core Values

Integrity
We are honest, ethical and dependable in everything we do.

Excellence
We deliver high-quality work grounded in proven practice.

Empowerment
We build people's capability so clients can sustain results on their own.

Collaboration
We work as partners with clients, respecting their culture and context.

4. Why Choose Us

- Led by a founder with 21 years of hands-on experience, backed by a team with 50+ years combined
- Trusted by repeat clients, including an international diplomatic mission, Aloft by Marriott Kathmandu, Bankers' Training Centre (Nepal Rastra Bank), Nepal Administrative Staff College, Agriculture Information and Training Centre (AITC), Nepal Investment Mega Bank and more
- Trusted across banking, insurance, government, UN, hospitality, aviation, IT, education and corporate sectors
- Internationally recognized trainer and auditor certifications
- A complete cycle of understand, diagnose, design and deliver, with impact measured using proven frameworks
- Experiential delivery: case studies, simulations, team building and dynamic yoga and mindfulness
- Practical, culturally aware approach grounded in both local and global contexts

10+	40+	8
YEARS IN BUSINESS	ORGANIZATIONS SERVED	SECTORS

5. Areas of Expertise and Services

Team Building and Organizational Culture
Cultivating cohesive, high-performing teams and a positive, purpose-driven workplace culture.

Strategic Planning and Change Management
Helping organizations define direction, build actionable plans and navigate transitions with confidence.

Organizational Learning and Development
Designing and delivering training programs that build lasting capability in individuals and institutions.

Cross-Cultural Competence and DEIA
Building skills and policies for diversity, equity, inclusion and accessibility across cultures.

Service Quality and Leadership
Improving customer experience, leadership and quality systems, including ISO 9001 guidance and auditing.

Emotional Intelligence for Managers
Helping managers understand emotions, build resilience and lead with empathy and confidence.

Sales and Digital Marketing
Building practical selling, customer-engagement and digital marketing skills to win and grow business.

AI Literacy and Innovation
Helping teams understand AI, use it responsibly and work smarter, with creative, entrepreneurial thinking.

6. Our Approach

Our work draws on proven management and leadership thinking, adapted to each client's organization, culture and sector. We use these frameworks as practical tools, not as theory.

Focus area	Frameworks	How we apply them
Strategy and performance	Good to Great and Built to Last (Jim Collins), Balanced Scorecard, McKinsey 7S, Blue Ocean Strategy	Clarifying strategy and core values, aligning organizational elements and turning plans into measurable results
Change, culture and teams	Kotter's 8-Step Change Model, ADKAR, Hofstede's Cultural Dimensions, The Culture Map, The Five Dysfunctions of a Team	Leading people through change, building cross-cultural competence and developing cohesive, high-trust teams
Leadership and learning	Situational Leadership, The Fifth Discipline, Kirkpatrick's Four Levels, ADDIE, Goleman's Emotional Intelligence Model	Coaching leaders and managers, designing training programs, evaluating their impact and building a culture of continuous learning
Quality, service and innovation	ISO 9001 Quality Management, SERVQUAL, Service Blueprinting, Design Thinking	Embedding consistent processes, measuring and designing service delivery, and nurturing creative problem solving

How we deliver

Case studies
Real-world cases that connect theory to the client's own context.

Simulations and role plays
Safe practice for difficult conversations, decisions and change scenarios.

Team-building activities
Experiential games that build trust, cohesion and communication.

Facilitated discussions
Peer learning that draws on participants' own experience.

Dynamic yoga and mindfulness
Energizing practices that improve focus and relieve stress.

Tailored to you
Every session is adapted to the client's goals, culture and audience.

Every engagement follows the same four steps: **understand** the organization and its context, **diagnose** where it stands, **design** a tailored solution, and **deliver** measurable results and lasting capability.

7. Experience and Clientele

Our clients across sectors include:

Banking and Finance	Nepal Rastra Bank (NRB), Rastriya Banijya Bank, Citizens Bank International Limited, Nepal Clearing House Limited, Nepal Investment Mega Bank Limited
Insurance	Reliable Nepal Life Insurance Company
Government and Public Sector	Nepal Administrative Staff College (NASC), Hydroelectricity Investment and Development Co. Ltd., Small Irrigation Project - I, APF Command and Staff College, Training Institute for Technical Instruction (TITI), Agriculture Information and Training Centre (AITC)
UN, Development and Diplomatic	United Nations Development Programme (UNDP), World Health Organization (WHO), American Embassy, ICCO Cooperation
Hospitality, Tourism and Aviation	Aloft by Marriott Kathmandu Thamel, Yatri Suites and Spa Pvt. Ltd., Gokarna Forest Resort, Nepal Airlines Corporation
IT and Telecom	WorldLink Communications Ltd., GeoSpatial Systems Pvt. Ltd., Aquore Software Pvt. Ltd.
Education	Lincoln International College of Management and IT Network Pvt. Ltd., St. Xavier's College, Triyog High School, Kathmandu World School, Apex College
Corporate and Industry	Laxmi Group, Shambala Holdings International Private Limited, Time Pharmaceuticals Limited

...and other Nepali and international institutions.

8. Our People

Rock Solid combines a committed in-house leadership team with a network of experienced consultants, trainers and partners, so each client gets the right expertise for its context.

8.1 Leadership and Management

Mr. Dipankar Sherpa

Founder and CEO



Mr. Dipankar Sherpa leads Rock Solid Business Solution, setting its vision and strategy and building client partnerships. With 21 years of experience in consulting, training, teaching and academic leadership across Nepali and international institutions, he holds an MPhil, an MBA, and international certifications in training and ISO 9001 quality auditing.

Ms. Radhika Khadka

Operations Manager



Ms. Radhika Khadka brings 7 years of experience to her role, overseeing day-to-day operations at Rock Solid Business Solution. She keeps every project well planned, on schedule and always held to a high standard. She holds a BBA in Finance and is a Global MBA candidate at Glasgow Caledonian University.

Ms. Sharada Sunuwar

Client Relations Manager



Ms. Sharada Sunuwar brings 10 years of experience as the main point of contact for our clients, guiding them from first inquiry through ongoing support. With an M.A. in Psychology (Clinical) and a B.A. in Psychology and Social Work, she builds lasting, meaningful relationships based on trust, responsiveness and empathy.

Mr. Sunil Lama

Legal and Compliance Manager



Mr. Sunil Lama brings 12 years of experience overseeing legal compliance, documentation and risk management. He holds an LL.B., a Master's in Crisis Management Studies and an M.A. in Psychology (Clinical), and is an M.Phil. scholar in Psychology. He helps clients meet legal and regulatory obligations with clarity and confidence.

8.2 Consultants and Trainers

Prof. Dr. Siri Roland Xavier

Entrepreneurship & Strategic Innovation Expert



Prof. Dr. Siri Roland Xavier is an internationally recognized scholar, corporate consultant, and educator specializing in entrepreneurship, strategic innovation, and business growth. Combining global research with hands-on executive training, he empowers organizations and leaders to navigate market dynamics, scale enterprise ventures, and drive sustainable economic impact.

Mr. Kannan A/L Kanapatee

IT & Cybersecurity Trainer



Mr. Kannan A/L Kanapatee is an experienced IT and cybersecurity specialist focused on digital resilience, infrastructure security, and technical skills development. Through practical, hands-on training programs, he equips professionals and corporate teams with essential tools to protect digital assets, implement security protocols, and navigate modern technological landscapes.

Mr. Satish Kumar Shrestha

Strategic Management & Leadership Expert



Mr. Satish Kumar Shrestha is a seasoned corporate trainer, academic educator, and management consultant specializing in strategic management, leadership development, and organizational growth. With extensive experience guiding BBA and MBA programs alongside executive business sessions, he delivers practical, results-driven frameworks that bridge academic theory with real-world corporate execution.

Ms. Tejaswi Sharma

Communication & Negotiation Expert



Ms. Tejaswi Sharma is a skilled communication and negotiation specialist dedicated to helping professionals master interpersonal dynamics, conflict resolution, and strategic dialogue. Through a practical, engaging approach, she equips individuals and corporate teams with the tools needed to build rapport, navigate complex discussions, and drive successful business outcomes.

8.3 Partners and Associates

We work with trusted partners to extend our reach and bring complementary skills to our clients.

Tech AI Innovation Sdn. Bhd.

Company Profile & Overview

Tech AI Innovation Sdn. Bhd. is a technology solutions and professional education provider established on November 11, 2024. Headquartered in Selangor, Malaysia, the company focuses on bridging human potential and digital technology by delivering curated, engaging online courses, certifications, and IT consultation. With a customer-centric and people-oriented philosophy, Tech AI Innovation empowers businesses and professionals through cutting-edge IT tools, digital transformation strategies, and skill-building programs.

9. Contact

Tell us about your organization's goals and challenges. We will respond with a practical, tailored approach.

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10. Projects Timeline

2016

Consulting Project: Exploring International Collaboration with Universities in Malaysia
Jul Apex College

2017

Leadership Training
Feb Hydroelectricity Investment and Development Co. Ltd. (HIDCL)

Inside-Out Leadership Training
Mar GeoSpatial Systems Pvt. Ltd.

Ethical Leadership Training
Apr Yatri Suites and Spa Pvt. Ltd.

2018

Leadership Training
Sep Small Irrigation Programme - I

Leadership Training
Oct Gokarna Forest Resort

Train the Trainer Programme
Nov WorldLink Communications Ltd.

2019

Academic Leadership Development Training
Apr Triyog Higher Secondary School

Communication and Leadership Training
Sep Time Pharmaceuticals Limited

Leadership and Developing Organization Culture
Sep ICCO Cooperation

2020

Customer Service Training
May Shambala Holdings International Private Limited

Team Building Training
May St. Xavier's College

Student Orientation Programme
Aug Kathmandu World School Pvt. Ltd.

2021

Motivation and Strategic Alignment Training
Oct Citizens Bank International Limited

Leadership and Motivational Training
Dec Nepal Clearing House Limited

2022

Motivation Training
Jan Aquore Software Pvt. Ltd.

Ethical Leadership and Parliamentary Management
Dec Management Association of Nepal (MAN), with the Parliament Support Project, UNDP Nepal

2023

Multicultural Competence for the HR Taskforce
Jan Operations Management Team (OMT), Nepal

Motivation Training
Mar UN-Habitat

Understanding and Managing Self
Dec Nepal Administrative Staff College (NASC), online

2024

Managing Emotions and Emotional Intelligence
Feb Armed Police Force (APF) Command and Staff College

Management and Leadership Training for TVET Professionals
Mar Training Institute for Technical Instruction (TITI)

2025

Purpose, Balance and Well-being in Professional Life
Mar Nepal Administrative Staff College (NASC)

Professional Course in Management and Development
Mar Class III officers of the Government of Nepal

Professionalism and Corporate Culture
Aug Reliable Nepal Life Insurance Company

2026

Team Building and Resiliency Training
Mar An international diplomatic mission

Team Building Training
May An international diplomatic mission

Resilience and Leadership Training
Jun An international diplomatic mission

Orientation Programme for MBA and MCS Students
Sep Lincoln International College of Management and IT Network Pvt. Ltd.

Rebuilding Resilience and Recovery: Team Building Training
Nov An international diplomatic mission

Leadership and Team Building Workshop
Dec Management Association of Nepal (MAN)

2026

Consulting for Strategic Management and Training and Development
Ongoing Laxmi Group, since 2025

Enhancing Leadership, Morale and Productivity
Jun Nepal Airlines Corporation

Team Building and Motivation Training
Aug Aloft by Marriott Kathmandu Thamel

Strategic Planning Workshop
Sep An international diplomatic mission

2025

Managing Self
Feb Bankers' Training Centre (BTC), Nepal Rastra Bank

Leading with Emotional Intelligence: Building Resilient and Inspiring Leaders
Feb, Sep Nepal Investment Mega Bank Limited

Building Resilient Leaders Training
Mar Leaders of Mahalaxmi Bikas Bank Limited, Pokhara

Enhancing Workplace Etiquette, Communication Skills and Personal Development
May Banking and Finance Institute of Nepal (BFIN)

Leadership Development Program (LDP)
Oct Nepal Bank Ltd.

11. Testimonials

What our clients and partners say about working with Mr. Dipankar Sherpa and Rock Solid.

> *I have had the pleasure of knowing Dipankar Sherpa sir as a thoughtful and capable professional in the areas of strategic management consulting and Training & Development. He brings a practical understanding of business needs, a passion for people development, and the ability to turn ideas into meaningful action. His approach is collaborative, insightful, and focused on creating lasting value for organizations and individuals. I appreciate his professionalism, dedication, and commitment to continuous improvement. I am happy to recommend Dipankar sir to any organization looking for a reliable partner in strategy, leadership development, and organizational growth.*

Mr. Krishna Bahadur Singh
Deputy General Manager – HR
Laxmi Group

> *It was really nice working with you, and I would love to work with you again in the future.*

Mr. Prakash Ghimire
Chief Operating Officer
Mahalaxmi Bikas Bank Limited

> *Working with Dipankar Sherpa during the two-day Team Building and Development Session with the Aloft HODs and Second Person Team at Dusit Thani Himalayan Resort, Dhulikhel, was a truly enriching experience.*
>
> *The sessions were exceptionally well-planned, well-organized, engaging, and inspirational. Through interactive activities, meaningful discussions, and team-building exercises, we gained valuable insights into teamwork, collaboration, communication, leadership, and the importance of stepping out of our comfort zones.*
>
> *What made the experience special was the opportunity to connect beyond our daily responsibilities, understand each other's perspectives, strengthen relationships, and grow together as a team. It was a much-needed learning experience, filled with positive energy, reflection, and practical takeaways that we can bring into our workplace.*
>
> *Thank you, Dipankar, for creating such a meaningful and memorable experience. Looking forward to many more such sessions together! An experience worth having again!*

Mr. Pitambar Saru
Director – Learning & Development
Aloft by Marriott Kathmandu Thamel

> *Mr. Dipankar Sherpa is an exceptional facilitator whose impact I have witnessed firsthand over eight years of close professional collaboration. As a corporate and executive trainer, his sessions are dynamic, deeply engaging, and transformative, equipping participants with practical, high-impact skills.*

Mr. Satyendra Upreti
Principal
Lincoln International College

12. Programs in Action

Moments from our training, team-building and facilitation programs with clients.



Aloft by Marriott Kathmandu Thamel
Team-building activity



An international diplomatic mission
Team-building activity



Mahalaxmi Bikas Bank Limited
Mindfulness and energizer session



Nepal Administrative Staff College (NASC)
Facilitated training session



Yatri Suites and Spa Pvt. Ltd.
Training group photo



Nepal Investment Mega Bank Limited
Group exercise